



## DEFINITIONS OF RACIAL/ETHNIC GROUPS

The racial/ethnic groups referred to in the State of New Hampshire and Federal statistical reports are defined as follows:

**HISPANIC:** A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

**NATIVE AMERICAN** (Includes American Indian and Alaskan Native): A person having origins in any of the original peoples of North America and who maintains cultural identification through tribal affiliation or community recognition.

**ASIAN OR PACIFIC ISLANDER:** A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.

**BLACK** (not of Hispanic origin): A person having origins in any of the black racial groups of Africa.

**WHITE** (not of Hispanic origin): A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.

## DEFINITIONS OF DISABILITY, DISABILITY CATEGORIES, AND A PERSON WITH A DISABILITY

**PERSON WITH A DISABILITY:** An individual who has a physical or mental impairment that substantially limits one or more major life activities; or who has a record of such impairment; or is regarded as having such impairment. Major life activities which might be substantially limited by such impairment include communication, mobility, performing manual tasks, seeing, hearing, self-care, and the ability to benefit from work training. Further, a person who experiences difficulty in securing, retaining, or advancing in employment due to substantial physical or mental impairment that negatively affects employability is considered to be an individual with a disability.

**PHYSICAL IMPAIRMENT:** A physiological disorder, or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculo skeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, genito-urinary, hemic, lymphatic, skin, and endocrine.

**PSYCHOLOGICAL IMPAIRMENT:** A mental or psychological disorder such as mental retardation, organic brain syndrome, emotional or mental illness, and specific learning disabilities.

**VISUAL AND AUDITORY IMPAIRMENT:** Loss of vision or hearing to a degree, which substantially limits one or more major life activities.

**DEVELOPMENTAL DISABILITY:** Any one of a group of disabilities affecting a person during the developmental stages of his/her life, usually continuing indefinitely, and constituting a substantial limitation to his/her functioning.

**CHEMICAL DEPENDENCE:** A dependence on alcohol or drugs to a degree, which substantially limits one or more major life activities. This does not include a person whose current use of alcohol or drugs prevents such individual from performing the duties of the job applied for or whose employment, by reason of such current alcohol or drug abuse, would constitute a direct threat to property or safety of others.

**MULTIPLE DISABILITIES:** More than one disability. Multiple disabilities could occur in two or more different categories or within a single category.

**OTHER PHYSICAL IMPAIRMENT:** Physical impairments not noted in the definitions above including orthopedic abnormalities, missing or crippled limbs and extremities (which can be congenital or caused by trauma or diseases such as arthritis, rheumatism, or polio), motor impairments (which can be the result of injury or other conditions), cardiovascular or neurological disorders (such as heart disease, paraplegia, multiple sclerosis, or Parkinson's disease), diabetes, tuberculosis, cancer, and obesity.

**OTHER DISABILITY:** A disability whose characteristics do not adhere to any of the definitions above.